Senior Practitioner

Occupational Therapy

Lifford House

£33,106 - £40,619

Working 36.5 hrs per week

An opportunity has arisen for a committed individual to become a Senior Practitioner for delivery within the Occupational Therapy Area Team in Birmingham City Council.

Occupational therapy is committed to supporting vulnerable adults to live as independently as possible for as long as possible. Within Birmingham’s diverse community the Occupational therapy team provides assessments to adults aged 18+ within a variety of community and in patient settings. The Post provides a range of opportunities and challenges for the development of the Occupational Therapy Service. The role will provide you an opportunity to use your clinical expertise to manage Occupational Therapy staff through their day to day duties ensuring a high quality service is provided to meet the demands of the citizens of Birmingham.

During this exciting time of change a dynamic, innovative and flexible approach is required to lead on new and existing initiatives. You will be required to continue developing and maintaining partnership working which includes MDT working with internal and external partners. You should be an excellent communicator both written and verbal, and have advanced assessment skills and good IT Skills. You must possess good leadership skills and have the ability to develop and motivate to promote best practice within the team.

Registered with the HCPC, you will hold a professional OT qualification, a minimum of two years post qualification experience and experience in supervising staff is an essential requirement of this post.

Informal enquiries to Shantina Morgan 0121 303 1783

Ref: PE0262016

Closing Date: 20 October 2016

A Disclosure and Barring Service (DBS) check will be undertaken

“Right to work in the UK documentation will be fully checked for all applicants. All non UK and non EU applicants are required to apply for a Certificate of Sponsorship from Birmingham City Council and must be approved by the UK Border Agency (UKBA) before any employment offer can be confirmed.”

“The City Council is currently consulting on potential changes to its terms and conditions (in line with its s.188 notice) which may have an impact on any contract of employment that is offered should the candidate be successful”
Directorate for People

Job Description

Post: Senior Practitioner

Grade: GR5

Division: Specialist Care Service

Section: OT Area Teams (Workforce)

1. **Job Purpose**

1.1 To lead a team of OT professionals and work with multi-disciplinary team members particularly in enablement and social work assessment teams to achieve the objectives set by Birmingham City Council, Directorate for People.

1.2 To be specially focused on maximising the independence of the citizen by rehabilitation, enablement and other interventions.

1.3 To make the focus on personalisation, self-assessment, AT, equipment, individual budget and client centre care plan.

1.4 To work as an Occupational Therapist dealing with the most complex cases of vulnerable or at risk adults with a disability.

1.5 Under the direction of the Group manager provide advice, guidance and assistance to team members and other professionals, to support best practise in profession Occupational Therapy services provided by the team.

2. **Duties and Responsibilities**
2.1 Carry a caseload of complex cases requiring a high level of professional skill, providing assessment, risk management and other Occupational Therapy services relevant to the needs of the most vulnerable/at risk adults. Monitor and respond to unallocated cases.

2.2 Under the direction of the group manager, use professional skills and experience in co-working, and provide advice, guidance and caseload support to team members to support and enable them to achieve the highest possible standards in Occupational Therapy practise.

2.3 Undertake research, training and development activities as required for the department and for the post holders’ own professional development within the college of Occupational Therapists and Health professional council guidelines.

2.4 When agreed by group managers and in cooperation with others, undertake specific tasks to support and enable team members in the development of skills and the acquisition of knowledge and information relevant to the team tasks or to the professional development of team members.

2.5 As and when agreed by the group manager, undertake the role of practise teacher for students undergoing professional training who are on placement in the department.

2.6 In consultation with the group manager and with other managers who will assume management responsibility for the Team, provide cover for some day to day duties during periods of annual leave or other absences.

2.7 When requested by the group manager represent the department in its working relationships with other agencies.

2.8 Attend/chair meetings including PNA meetings with housing, and other meetings as required.

2.9 Oversee the practise working within the team of Carefirst 6 and other digital forms and their interfaces with the council’s computer systems and assist with the quality assurance, monitoring and auditing systems.
3. **Supervision Received**

3.1 **Supervising Officer Job Title**

Group Manager

3.2 **Level of Supervision**

Plan own work to ensure the meeting of defined objectives.

4. **Supervision Given** (excludes those who are indirectly supervised i.e. through others).

<table>
<thead>
<tr>
<th>Post Title</th>
<th>Grade</th>
<th>No. of Posts</th>
<th>Level of Supervision</th>
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<tbody>
<tr>
<td>Occupational Therapist</td>
<td>G4</td>
<td>15</td>
<td>Left to work within established guidelines subject to scrutiny by supervisor.</td>
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5. **Special Conditions**

- This vacancy is exempt from the Rehabilitation of Offenders Act.
- A Disclosure and Barring Service check will be undertaken.

Observance of the City Council’s Equal Opportunities Policy will be required.
## People’s Directorate

### Person Specification

**Job Title:** Senior Practitioner  
**Grade:** GR5

**Division:** Special Care Services

### Method of Assessment (M.O.A.)

- A.F. = Application Form
- I = Interview
- T. = Test or Exercise
- C. = Certificate
- P. = Presentation

### Criteria

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<tr>
<th>CRITERIA</th>
<th>ESSENTIAL</th>
<th>M.O.A.</th>
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<tbody>
<tr>
<td><strong>Experience</strong></td>
<td>1. Experience in dealing effectively and sensitively with complex service user/carer complaints.</td>
<td>AF/I</td>
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<td>(Relevant work and other experience)</td>
<td>2. Experience in leading the successful implementation of safeguarding procedure and polices.</td>
<td>AF/I</td>
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<td>3. Experience of continuously developing and improving services, listening and responding to customers’ needs, pursuing innovation and providing the highest quality of service delivery.</td>
<td>AF/I/P</td>
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<td>4. Demonstrate knowledge and a good understanding of successful budget control and financial management.</td>
<td>AF/I</td>
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<td>5. Demonstrate understanding of the statutory Local Government framework, policies and services and of the changes influencing the provision of social care.</td>
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<td></td>
<td>6. Demonstrate knowledge and a good understanding of planning, managing and monitoring of resources, including allocating work to team members making best use of available skills and resources and optimising development opportunities.</td>
<td>AF/I/P</td>
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<td>7. Experience of partnership working, both corporately with other Departments and with external organisations.</td>
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<td>8. Demonstrate knowledge and a good understanding of how adults learn and develop</td>
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<td>9. Demonstrate knowledge and a good understanding of a range of methods for learning and sharing good practice, for example, self-directed learning</td>
<td>AF/I/P</td>
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<td>10. Demonstrate knowledge and an excellent understanding of the importance of providing effective supervision/Appraisal’s to Social Care Staff</td>
<td>AF/I</td>
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<td>11. Demonstrate knowledge and a good understanding of practice standards and professional and occupational requirements</td>
<td>AF/I</td>
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<tr>
<td><strong>Skills and Ability</strong></td>
<td>1. High level skills in assessing, monitoring and managing risk</td>
<td>I</td>
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e.g. written communication skills, dealing with the public etc.

2. Proven skills in leadership and management, including decision-making and leading projects
3. Proven skills in coaching staff.
4. Proven skills in mentoring staff.
5. Ability to assess practice standards and professional and occupational requirements particularly in relation to meeting the requirements of registration bodies and higher education institutions and the ability to assess the transfer of learning into practice and evaluating the impact of learning on outcomes for people who use services
6. Change management skills including an ability to use analytical and problem solving skills and knowledge and a good understanding of how to manage complex employee relations situations
7. High level verbal and written communication skills in order to communicate with a wide range of audiences.
8. Ability to gather information and compile accurate written reports.
9. An ability to proactively identify opportunities to improve services and an ability to develop strategies to manage change.
10. Competence in the use of IT.

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<th>Education/Qualifications</th>
<th>Professional social work qualification.</th>
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NB: Full regard must be paid to overseas qualification

All staff are expected to understand and be committed to Equal Opportunities in employment and service delivery.